

DAFTAR PUSTAKA

- Abuzaid, A. N., Ghadi, M. Y., Madadha, S. aldeen M., & Alateeq, M. M. (2024). The Effect of Ethical Leadership on Innovative Work Behaviors: A Mediating–Moderating Model of Psychological Empowerment, Job Crafting, Proactive Personality, and Person–Organization Fit. *Administrative Sciences*, *14*(9). <https://doi.org/10.3390/admsci14090191>
- AlHares, A. (2025). Ethical Leadership and Its Impact on Corporate Sustainability and Financial Performance: The Role of Alignment with the Sustainable Development Goals. *Sustainability*, *17*(15), 6682. <https://doi.org/10.3390/su17156682>
- Ammirato, S., Felicetti, A. M., Linzalone, R., Corvello, V., & Kumar, S. (2023). Journal of Innovation management in the midst of the fourth industrial revolution. *Journal of Innovation & Knowledge*, *8*(3), 1–14. <https://doi.org/10.1016/j.jik.2023.100403>
- Ashfaq, F., Abid, G., & Ilyas, S. (2021). Impact of ethical leadership on employee engagement: Role of self-efficacy and organizational commitment. *European Journal of Investigation in Health, Psychology and Education*, *11*(3), 962–974. <https://doi.org/10.3390/ejihpe11030071>
- Badan Pendidikan dan Pelatihan Kejaksaan Republik Indonesia. (2023). *Kepercayaan Publik Tinggi, Jaksa Agung Burhanuddin: Terus Barengi Dengan Meningkatkan Kualitas Diri Dalam Memberikan yang Terbaik Bagi Masyarakat Bangsa dan Negara*. Badan Pendidikan Dan Pelatihan

- Kejaksaan RI. <https://badiklat.kejaksaan.go.id/berita/s/kepercayaan-publik-tinggi-jaksa-agung-burhanuddin-terus-bareng-03b10>
- Bakker, A. B., Demerouti, E., de Boer, E., & Schaufeli, W. B. (2003). Job demand and job resources as predictors of absence duration and frequency. *Journal of Vocational Behavior*, 62(2), 341–356. [https://doi.org/10.1016/S0001-8791\(02\)00030-1](https://doi.org/10.1016/S0001-8791(02)00030-1)
- Bakker, A. B., Demerouti, E., & Sanz-vergel, A. (2023). *Job Demands – Resources Theory : Ten Years Later*. 25–53.
- Bakker, A. B., Dollard, M. F., Demerouti, E., Schaufeli, W. B., Taris, T. W., Schreurs, P. J. G., & Xanthopoulou, D. (2007). When do job demands particularly predict burnout? The moderating role of job resources. *Journal of Managerial Psychology*, 22(8), 766–786. <https://doi.org/10.1108/02683940710837714>
- Brown, M. E., & Treviño, L. K. (2006). Ethical leadership: A review and future directions. *Leadership Quarterly*, 17(6), 595–616. <https://doi.org/10.1016/j.leaqua.2006.10.004>
- Brown, M. E., Treviño, L. K., & Harrison, D. A. (2005). Ethical leadership: A social learning perspective for construct development and testing. *Organizational Behavior and Human Decision Processes*, 97(2), 117–134. <https://doi.org/10.1016/j.obhdp.2005.03.002>
- Cable, D. M., & DeRue, D. S. (2002). The convergent and discriminant validity of subjective fit perceptions. *Journal of Applied Psychology*, 87(5), 875–884. <https://doi.org/10.1037/0021-9010.87.5.875>

- Cao, V. Q., & Dong, C. N. T. (2024). The mediating role of work engagement in the impact of authentic leadership and organizational justice on employee mental health. *Cogent Psychology*, *11*(1). <https://doi.org/10.1080/23311908.2024.2432740>
- Chu, X., Ding, H., Zhang, L., & Li, Z. A. (2022). Strengths-Based Leadership and Turnover Intention: The Roles of Felt Obligation for Constructive Change and Job Control. *Frontiers in Psychology*, *13*. <https://doi.org/10.3389/fpsyg.2022.786551>
- Creswell, J. W., & Creswell, J. D. (2018). *Research design: Qualitative, quantitative, and mixed methods approaches* (5th ed.). SAGE Publications.
- Crossley, C., Taylor, S. G., Liden, R. C., Wo, D., & Piccolo, R. F. (2024). Right From the Start: The Association Between Ethical Leadership, Trust Primacy, and Customer Loyalty. *Journal of Business Ethics*, *193*(2), 409–426. <https://doi.org/10.1007/s10551-023-05485-y>
- Demerouti, E., Nachreiner, F., Bakker, A. B., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, *86*(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Eva, N., Sendjaya, S., Prajogo, D., & Madison, K. (2021). Does organizational structure render leadership unnecessary? Configurations of formalization and centralization as a substitute and neutralizer of servant leadership. *Journal of Business Research*, *129*, 43–56. <https://doi.org/10.1016/j.jbusres.2021.02.023>

- Fletcher, L., Bailey, C., Alfes, K., & Madden, A. (2020). Mind the context gap: a critical review of engagement within the public sector and an agenda for future research. *International Journal of Human Resource Management*, 31(1), 6–46. <https://doi.org/10.1080/09585192.2019.1674358>
- Ghozali, I. (2018). *Aplikasi analisis multivariate dengan program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Glejser, H. (1969). A New Test for Heteroskedasticity. *Journal of the American Statistical Association*, 64(325), 316–323. <https://doi.org/10.1080/01621459.1969.10500976>
- Gwamanda, N., & Mahembe, B. (2023). The influence of ethical leadership and climate on employee work engagement. *SA Journal of Industrial Psychology*, 49, 1–9. <https://doi.org/10.4102/sajip.v49i0.2108>
- Hansen, F. G. (2022). How impressions of public employees' warmth and competence influence trust in government. *International Public Management Journal*, 25(6), 939–961. <https://doi.org/10.1080/10967494.2021.1963361>
- Hassan, S., Kaur, P., Muchiri, M., Ogbonnaya, C., & Dhir, A. (2023). Unethical Leadership: Review, Synthesis and Directions for Future Research. In *Journal of Business Ethics* (Vol. 183, Issue 2). Springer Netherlands. <https://doi.org/10.1007/s10551-022-05081-6>

Hawash, Z. E., Abd-elwahed, A. E., & Mohammed, H. S. (2024). *Perceived Organizational Support and Ethical Climate : Insights from the Nursing Profession*. 33(6), 2142–2156.

Jia, K., Zhu, T., Zhang, W., Rasool, S. F., Asghar, A., & Chin, T. (2022). The Linkage between Ethical Leadership, Well-Being, Work Engagement, and Innovative Work Behavior: The Empirical Evidence from the Higher Education Sector of China. *International Journal of Environmental Research and Public Health*, 19(9), 1–15. <https://doi.org/10.3390/ijerph19095414>

Junaidi, J. (2024). The role of ethical leadership to employees work engagement: a social learning theory perspective. *International Journal of Social Economics*, 51(7), 884–898. <https://doi.org/10.1108/IJSE-03-2023-0218>

Kahn, W. A. (1992). To Be Fully There: Psychological Presence at Work. *Human Relations*, 45(4), 321–349. <https://doi.org/10.1177/001872679204500402>

Karasek, R. A. (1979). Job Demands, Job Decision Latitude, and Mental Strain: Implications for Job Redesign. *Administrative Science Quarterly*, 24(2), 285. <https://doi.org/10.2307/2392498>

Keith, T. Z. (2019). Simple Bivariate Regression. In *Multiple Regression and Beyond* (pp. 3–25). Routledge. [https://doi.org/10.4324/9781315162348-](https://doi.org/10.4324/9781315162348-1)

- Kejaksaan Republik Indonesia. (2025). *JAM-Pengawasan Rudi Margono Tekankan Strategi Kepemimpinan di Kejaksaan Sebagai Kunci Peningkatan Kinerja dan Kepercayaan Publik*.
<https://kejaksaan.go.id/index.php/conference/news/4922/read>
- Kerr, S., & Jermier, J. M. (1978). Substitutes for leadership: Their meaning and measurement. *Organizational Behavior and Human Performance*, 22(3), 375–403. [https://doi.org/10.1016/0030-5073\(78\)90023-5](https://doi.org/10.1016/0030-5073(78)90023-5)
- Kristof, A. L. (1996). Person-Organization Fit: An Integrative Review of Its Conceptualizations Measurement, and Implications. *Journal of Allergy and Clinical Immunology*, 49, 1–49. <https://doi.org/10.1111/j.1744-6570.1996.tb01790.x>
- Langgeng, Y. S., & Wilasari, M. F. (2023). Profesionalisme Aparatur Sipil Negara Dalam Meningkatkan Kinerja Organisasi (Tinjauan Literatur). *Nusantara Innovation Journal*, 2(1), 103–113.
<https://doi.org/10.70260/nij.v2i1.28>
- Lind, D. A., Marchal, W. G., & Wathen, S. A. (2012). Statistical Techniques in Business & Economics Fifteenth Edition. In *Statistical Techniques in BUSINESS & ECONOMICS*.
- Mostafa, A. M. S., Boon, C., Abouarghoub, W., & Cai, Z. (2023). High-commitment HRM, organizational engagement, and deviant workplace behaviors: The moderating role of person-organization fit. *European Management Review*, 20(3), 410–424.
<https://doi.org/10.1111/emre.12542>

- Naeem, R. M., Weng, Q., Hameed, Z., & Rasheed, M. I. (2020). Ethical leadership and work engagement: A moderated mediation model. *Ethics and Behavior*, 30(1), 63–82.
<https://doi.org/10.1080/10508422.2019.1604232>
- Norina, S., & Sary, F. P. (2025). Ethical leadership and Gen Z: Enhancing work engagement through trust in Bandung city. *Edelweiss Applied Science and Technology*, 9(5), 444–456.
<https://doi.org/10.55214/25768484.v9i5.6891>
- Ombudsman RI. (2017). *Laporan Tahunan 2017 Ombudsman RI*.
http://www.ombudsman.go.id/produk/lihat/210/SUB_LT_5a1ea951d55c4_file_20180628_101913.pdf
- Ombudsman RI. (2020). *Laporan Tahunan 2020 Ombudsman RI*.
Ombudsman.Go.Id.
https://ombudsman.go.id/produk/lihat/573/SUB_LT_5a1ea951d55c4_file_20210226_140136.pdf
- Ombudsman RI. (2021). *Laporan Tahunan Ombudsman Republik Indonesia Tahun 2021*. *Ombudsman RI*, 127.
- Ombudsman RI. (2022). *Laporan Tahunan 2022 Bagi Pemulihan Pelayanan Publik Mengawasi Yang Lebih Kuat*. In *Ombudsman RI*.
<https://www.bca.co.id/-/media/Feature/Report/File/S8/Laporan-Tahunan/20230216-bca-ar-2022-indonesia.pdf>
- Ombudsman RI. (2023). *LAPORAN TAHUNAN 2023 PERKUAT KERJA SAMA PERLUAS PENGAWASAN PELAYANAN PUBLIK “Perkuat*

Kerja Sama Perluas Pengawasan Pelayanan Publik.” *Ombudsman RI*,
267.

Ombudsman RI. (2024a). *Laporan Tahunan Ombudsman 2024*.

Ombudsman RI. (2024b). *Pelayanan publik harus berfungsi, transparan, akuntabel, dijangkau*.

Park, J., & Kim, J. (2024). The Relationship between Perceived Organizational Support, Work Engagement, Organizational Citizenship Behavior, and Customer Orientation in the Public Sports Organizations Context. *Behavioral Sciences*, 14(3). <https://doi.org/10.3390/bs14030153>

Public Affairs Forum Indonesia. (2023). *#PraxiSurvey: 65,61% Masyarakat Belum Puas dengan Layanan Pembangunan Ekonomi dari Eksekutif Pusat*. https://publicaffairsindonesia.com/praxisurvey-6561-masyarakat-belum-puas-dengan-layanan-pembangunan-ekonomi-dari-eksekutif-pusat/?utm_source=chatgpt.com

Pusat Penerangan Hukum Kejaksaan Republik Indonesia. (2024). *Survei Indikator Politik: Kejaksaan Agung Masuk 3 Institusi Paling Dipercaya Publik*.

Qasim, M., & Laghari, A. A. (2025). Belonging through values: ethical leadership, creativity, and psychological safety with ethical climate as a moderator. *Frontiers in Psychology*, 16(May), 1–17. <https://doi.org/10.3389/fpsyg.2025.1559427>

Santiago-Torner, C., González-Carrasco, M., & Miranda Ayala, R. A. (2024). Ethical Leadership and Emotional Exhaustion: The Impact of Moral

- Intensity and Affective Commitment. *Administrative Sciences*, 14(9).
<https://doi.org/10.3390/admsci14090233>
- Santosa, I. S., Purwanto, E. A., Sumaryono, S., & Utomo, P. P. (2025). Understanding work engagement in public administration: A comprehensive bibliometric and systematic review of the past decade. *Social Sciences and Humanities Open*, 11(March), 101479.
<https://doi.org/10.1016/j.ssaho.2025.101479>
- Schaufeli, W. (2021). Engaging Leadership: How to Promote Work Engagement? *Frontiers in Psychology*, 12(October), 1–10.
<https://doi.org/10.3389/fpsyg.2021.754556>
- Schaufeli, W. B., Salanova, M., González-romá, V., & Bakker, A. B. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, 3(1), 71–92. <https://doi.org/10.1023/A:1015630930326>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*.
- Sen, S., & Gocen, A. (2021). A psychometric evaluation of the Ethical Leadership Scale using Rasch analysis and confirmatory factor analysis. *Journal of General Psychology*, 148(1), 84–104.
<https://doi.org/10.1080/00221309.2020.1834346>
- Seong, J. Y., Yang, I., & Hong, D. S. (2025). The end of leadership? Person-group fit as a moderator in the relationship between charismatic leadership and individual outcomes. *Frontiers in Psychology*, 16(July), 1–10. <https://doi.org/10.3389/fpsyg.2025.1615936>

- Shams Pour, H. R., Laradi, S., Abadi, M. D., Narouei, B., & Belemenanyafriday, O. (2024). The Effect of Ethical Leadership on Employee Engagement: The Mediating Role of Work Meaningfulness and Person-Organization Fit. Moderating Role of Self-Efficacy. *International Journal of Business and Management Sciences*, 05(04), 1–21. www.ijbms.org<http://www.ijbms.org>
- Sugiyono. (2019). *Metode Penelitian Pendidikan: Kuantitatif, Kualitatif, Kombinasi, R&D*. ALFABETA.
- Tsoni, E., Lazanaki, V., & Katsaros, K. (2025). *The Influence of Organizational Climate on Work Engagement : Evidence from the Greek Industrial Sector*. 1–26.
- Ucar, A. C., Alpkan, L., & Elci, M. (2021). The Effects of Person–Organization Fit and Turnover Intention on Employees’ Creative Behavior: The Mediating Role of Psychological Ownership. *SAGE Open*, 11(4). <https://doi.org/10.1177/21582440211066924>
- Wei, H., Horsley, L., Cao, Y., Haddad, L. M., Hall, K. C., Robinson, R., Powers, M., & Anderson, D. G. (2023). The associations among nurse work engagement, job satisfaction, quality of care, and intent to leave: A national survey in the United States. *International Journal of Nursing Sciences*, 10(4), 476–484. <https://doi.org/10.1016/j.ijnss.2023.09.010>
- Wibawa, W. M. S., & Takahashi, Y. (2021). The effect of ethical leadership on work engagement and workaholism: Examining self-efficacy as a

moderator. *Administrative Sciences*, 11(2).

<https://doi.org/10.3390/admsci11020050>

Zahari, N., & Kaliannan, M. (2023). Antecedents of Work Engagement in the

Public Sector: A Systematic Literature Review. *Review of Public*

Personnel Administration, 43(3), 557–582.

<https://doi.org/10.1177/0734371X221106792>